



# V6 End of Life Update

January 11th, 2024

**Layoff Numbers** – Thursday, the Company handed out layoff notices to those members who will be impacted by the first phase of layoffs that are related to the End of Life of High Feature V6. After looking at past layoff announcements from the Company it was noticed they never announced the number of people impacted but many members have been asking for those numbers. Low Seniority Production Members impacted - 30, Low seniority IMMs impacted – 23, Low seniority Electricians impacted - 19.

## **Layoffs – Why are we doing a forced layoff by seniority instead of a voluntary inverse layoff?**

This question from members has come to the Union’s attention this week and we would like to clarify this issue for our members so there is no misunderstanding. Since April of 2023 the Bargaining Committee has met with the Company many times to try and prepare for the eventual End of Life for V6 and the manpower movements that would follow. From the very beginning the Union has tried to negotiate and volunteer Inverse layoff just like we’ve done so often in the past. However, we have not been able to get the Company to agree to an inverse for the retooling period for a couple of reasons. The Company has stated there are additional costs of an inverse layoff for this extended length of time and the retooling period itself exceeds our temporary layoff language. The duration of the retooling period isn’t specifically known but it is projected to be at least 12-18 months. This timeline is dependent on many factors that are outside of St. Catharine’s control, such as tear out, infrastructure build back, machine delivery and install, safety and quality test runs, ect. With a project this size there is the potential for delays, just like we seen with the DCT installation.

Since the Union is unable to get an agreement with the Company for an inverse layoff, our remaining option was to follow our Local Language which lays out the contractual process for members to exercise their seniority on a plant-wide basis. This can be found on page 9&10 of the Local, paragraph 17 B 3.

**CALL BACK RIGHTS** – members will be called back to work in line with their seniority. Contractually members with less than 1 year of seniority have 3 yrs call back rights and members with more than 1 yr seniority have 5yr call back rights as per paragraph 54 F of the Master Agreement on pg38.

**Drive Unit Department** - is currently scheduled to populate a small number of trades members this summer to work with engineering with the majority of trades and production to populate in the 2<sup>nd</sup> quarter of 2025. All positions to the Drive Unit Department will be populated by seniority through transfers.

**EI information** – Vince Filice and Adam Nie are ready and available to help answer any member’s questions pertaining to EI. He has updated information from negotiations that highlights the gains made to the EI/SUB program. Please visit his office beside the elevator in the West Clock House for more information.

**Benefits information** – Lawrence Robson is also located in the same office beside the elevator and can answer your benefit questions. If you have been given a layoff notice this week, be sure to visit these reps to get the information you need and the answers to your EI and Benefit questions.

**Pension/Incentive** – Ken MacLean has been the busiest person in the plant this week. He is working hard to use his knowledge to provide great service to all our members by taking the incentive. Thank you Ken for your diligence and long hours as you serve all the members preparing to retire. To our members who have taken the incentive, Congratulations again!

**New**

**TEMPORARY PREFERENTIAL HIRE REQUEST** – Calls have been placed to both Cami and Oshawa to see if there are opportunities to temporarily pref-hire to these locations. Our current contractual language is for permanent Pref Hire situations, but the call has been made to see if a temporary opportunity is available for our retooling period. As details become available, we will provide them in future updates.

**GMIN #** - The Union is in continuous discussions with the Company to address this issue to make it right. As details become available, we will share with all new hires.

**Issued by,**

**Trevor Longpre, GM Unit Plant Chairperson**

**On behalf of the Shop Committee, Stan Kuczma, Scott Little, Tony Verde**

**No one has been disciplined for working safely. Take your time.  
Do it Safe. Do it right.**

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